

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

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SANJEEV K. BANDLISH

13th January, 2023

FORM – L NOTICE OF STRIKE

NAME OF UNION: UNITED FORUM OF BANK UNIONS (UFBU)

- ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)
- ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
- NATIONAL CONFEDERATION OF BANK EMPLOYEES (NCBE)
- ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
- BANK EMPLOYEES FEDERATION OF INDIA (BEFI)
- INDIAN NATIONAL BANK EMPLOYEES FEDERATION (INBEF)
- INDIAN NATIONAL BANK OFFICERS CONGRESS (INBOC)
- NATIONAL ORGANISATION OF BANK WORKERS (NOBW)
- NATIONAL ORGANISATION OF BANK OFFICERS (NOBO)

NAMES OF ELECTED REPRESENTATIVES

- 1 Shri. Sanjeev K. Bandlish, General Secretary, NCBE/Convenor UFBU
- 2 Shri. C.H. Venkatachalam, General Secretary, AIBEA
- 3 Shri. Rupam Roy, General Secretary, AIBOC
- 4 Shri. S. Nagarajan, General Secretary, AIBOA
- 5 Shri. Debasish Basu Chowdhury, General Secretary, BEFI
- 6 Shri. O.P Sharma, General Secretary, INBEF
- 7 Shri. P.K. Makker, General Secretary, INBOC
- 8 Shri. Mammohandas,, General Secretary, NOBW
- 9 Shri. K.N. Adarsh, General Secretary, NOBO

To

The Chairman,
Indian Banks' Association,
World Trade Centre Complex,
6th Floor, Centre 1 Building,
Cuffe Parade, Mumbai. 400 005

Chief Labour Commissioner (C),
Ministry of Labour,
Office of the CLC,
Shram Sakthi Bhavan
New Delhi

RE-ISSUED BY STATE BANKS' STAFF UNION(K)
AS CIRCULAR No.29/2022-25 DATED 13/01/2023

Strike Notice – for 30/31-1-2023



GENERAL SECRETARY

Dear Sirs,

In accordance with the provisions contained in sub-section (1) of Section 22 of the I.D. Act – 1947, we hereby give you notice that the members of the constituent Unions of UNITED FORUM OF BANK UNIONS viz. AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBEF, INBOC, NOBW, & NOBO propose to go on strike on **30th and 31st January, 2023** on the following issues and demands:

- 1. Introduction of 5 banking days a week.**
- 2. Updation of Pension for past retirees.**
- 3. Resolution of residual issues.**
- 4. Adequate recruitment in all cadres to ensure better customer service**
- 5. Scrap New Pension Scheme and restore Old Pension Scheme.**
- 6. Immediate commencement of negotiations on Charter of Demands for wage revision.**

The details of the programme are furnished hereinbelow.


(**SANJEEV K. BANDLISH**)
CONVENOR

Encl :

- 1. Details of Agitational Programme**
- 2. Statement of the case**

Copy to :

1. Secretary, Dept. of Financial Services, MoF, Govt. of India
2. MDs/CEOs of All Banks
3. Chief Executive, IBA, Mumbai

14.01.2023	Serving Strike Notice on IBA
16.01.2023 onwards	Display of posters
20.01.2023	Demonstrations at all Centres
24.01.2023	Badge Wearing
25.01.2023	Demonstrations at all Centres
27.01.2023	Press Statements/ Demonstrations at all Centres
30 & 31.01.2023	All India Strike

STATEMENT OF THE CASE

After prolonged discussions, the 11th Bipartite Settlement and 8th Joint Note on revision of wages and service conditions for workmen and officers of the Banks were signed between the Unions and IBA on 11-11-2020 during the peak of corona pandemic period. Since some of the important issues could not be resolved for want of time and for want of detailed discussions between the parties, it was agreed that these remaining residual issues would be further discussed subsequently to reach a mutually acceptable and amicable solutions.

Accordingly, Minutes were signed between IBA and workmen unions on 10-12-2020 and with Officers organisations on 4-1-2021 listing out the issues and deciding to pursue the issue through further discussions and amicable resolution.

The following will indicate the various efforts taken by us to resolve the issues amicably and the contrasting delaying tactics of the IBA

11-11-2020	Wage revision settlement signed with the Unions
10-12-2020	Minutes on residual issues signed with Workmen Unions
04-01-2021	Minutes on residual issues signed with Officers organisations
22-07-2021	Discussions with workmen unions – no issue was resolved
22-07-2021	Discussions with officers organisation – no issue resolved
22-07-2021	Letter by 4 officers organisations to IBA to expedite the resolution
17-08-2021	Letter by 4 Workmen Unions to IBA to expedite the resolution
03-09-2021	UFBU letter to IBA to expedite the resolution of issues
23-12-2021	UFBU letter to Chairman, IBA to intervene and resolve the issues
Feb. 2022	UFBU meeting decided to launch agitation over the delay
March, 2022	Demonstration programmes by UFBU to protest against the delay
13-4-2022	IBA Chairman met the Unions and assured to expedite the issues
09-06-2022	Since nothing was moving, UFBU meeting gave the strike call
27-06-2022	Strike call by UFBU
21-06-2022	Conciliation meeting by CLC, IBA did not commit anything
23-06-2022	Conciliation meeting, IBA agreed to commence discussions with Unions on 1-7-2022; strike deferred
01-07-2022	IBA held discussion with the Unions and assured to continue the talks
04-08-2022	UFBU letter to IBA on 4-8-2022 asking them to hold discussions
23-09-2022	IBA held discussion with the Unions but no concrete results
05-11-2022	UFBU letter to Chairman, IBA to commence negotiations on our new Charter of demands and seek mandate from Banks
15-11-2022	UFBU letter to IBA to expedite resolutions of residual issues
18-12-2022	UFBU letter to IBA to expedite resolutions of residual issues

18-12-2022	UFBU letter to commence negotiations on our new Charter of demands and seek mandate from Banks
12-01-2023	UFBU meeting decides to revive the agitation

1. Introduction of 5 Day Banking – All Saturdays and Sundays to be bank holidays :

In view of the changing banking profile and needs of customers, availability of alternate deliver channels, etc. we have been demanding that Banks can function from Monday to Friday (5 days in a week) and all Saturdays and Sundays be declared as holidays. In the 10th Bipartite Settlement signed in 2015, it was agreed by IBA after due approval from RBI and Governmetn that 2nd and 4th Saturdays would be holidays. It was agreed at that time that introduction of 5 days banking would be considered looking to the experienced gained. We took up this issue during the 11th Bipartite Settlement/8th Joint Note negotiations and when we signed the Settlement on 11-11-2020, this issue could not be resolved. Hence it was pursued further and became a residual issue. **We have submitted our suggestiosn as requested by IBA but the issue is not moving forward.**

2. Updation of Pension and Provision for updation in Pension Regulations:

Pension Scheme in Banks was agreed upon in 1993 w.e.f. January, 1986 in lieu of Bank's contribution to Provident Fund. While wage revision has taken place with effect from 1987, 1992, 1997, 2002, 2007, 2012, 2017 for the serving employees and officers under the bipartite settlements, there has been no revision in Pension drawn by the pensioners from 1986. Hence this has been a very important demand of the UFBU. Even during the last wage revision negotiations, this was an important issue and but could not be resovled. Hence it was included as a residual issue. In the disucsssions on residual issues IBA had stated as under:

Minutes with Workmen Unions dated 10-12-2020:

It is appreciated that updation of pension and periodical revision in pension is a genuine aspiration of the retired employees. IBA is quite sympathetic to the issue, especially revision in pension for those who have retired under earlier Settlement periods when the emoluments were relatively lesser than at present.

As Unions are aware, IBA has agreed, subject to Government approval, for revision in Family Pension. Banks will have to make additional provisions towards this. Updation also involves additional cost and additional funding. During the negotiations on wage revision, IBA has already indicated that looking to the cost constraints, **the issue would be pursued further for amicable solution** subject to Government's approval in this regard. The current details of the Pension Fund in various Banks are being collected and based on these details, actuarial working also needs to be done. **These processes would be expedited** to take the issue further forward and IBA/Banks would take decisions subject to Government's approval

IBA is actively evaluating the issue, as demanded by the Associations for which an Actuary is appointed.

Thereafter, IBA convened a meeting with the Unions on 22-7-2021. In this meeting, the Unions submitted their views and IBA agreed to discuss the issue further. But no discussion has taken place thereafter and this important issue remains pending till now.

Whereas the Bank Pension Scheme is a virtual shadow of the Government pension scheme and whereas there is periodical revision in pension along with wage revision as per Pay Commission for Government in-service employees, the periodical revision in pension for bank pensioners is being denied.

Hence the denial of revision in pension is iniquitous, unfair and highly unjustified. The age group of bank pensioners who have been denied pension revision is in the range from 65 years to 96 years (those who retired from 1986 to 2017). **Hence we demand immediate resolution of this long pending demand.**

A specific provision is needed to be added in the Pension Regulations so that after updation of pension of the past retirees, a scheme is available for periodical updation of pension in future on occasions of wage revision for in-service employees.

3. Settle Residual issues:

Since some of the issues raised by the Unions in the Charter of Demands for the last 11th BP/8th JN wage revision could not be resolved at the time of signing the Settlement in November, 2020, the same were agreed to be pursued further as residual issues. Accordingly, a meeting was held with the 4 workmen unions on 10-12-2020 and with 4 Officers Associations on 4-1-2021 to discuss these issues. Minutes were also accordingly drawn. But these issues were not taken up further for discussion and resolution by the IBA. From UFBU we have been repeatedly addressing letters to the IBA in this regard. On 13-4-2022, in the meeting held with the Chairman of IBA, these issues were again reiterated and expeditious resolution. He also assured that these issues would be addressed in a time-bound manner. But unfortunately, no discussions were taking place and hence the issues remained pending. After the call for strike on 27-6-2022, two rounds of discussions were held on 1-7-2022 and 23-9-2022 with out much tangible outcome. In the last 26 months, discussions have taken place only on four occasions and that too without much tangible outcome. **Hence all these issues still remain pending.**

4. Adequate recruitment in all cadres:

Banks are service oriented institutes and are dealing with more than 60 crores of customers. Banking is touching the day-to-day lives of the people of our country. Banking services are inevitable today because everything is linked and connected through bank accounts. Various Government schemes are also operated through banks. Hence the number of customers to be dealt with and the types of banking services being rendered by Banks have undergone a huge change. The business of the Banks have also swelled over the years.

This huge expansion of banking services warrants adequate manpower in the Bank Branches to render proper customer services. But, not only additional staff are not being provided to cater to the additional business in the Banks, even in the existing vacancies that have arisen out of retirements, deaths, promotions, etc. are not being filled up. There is a clear policy to reduce the staff in the Branches and hence there is a sharp reduction in the number of staff over the years. **Hence we demand adequate recruitments in all cadres to ensure better customer service.**

5. Scrap NPS for post-April, 2010 employees/officers and implement old pension scheme for them.

The Defined Contributory National Pension Scheme has been introduced and implemented for employees and officers who have joined the Banks w.e.f. April, 2010. Thus, those who have joined the Banks in the last more than one decade are governed by this new pension scheme as against Defined Benefit / Index-linked Pension Scheme which is applicable to all other employees and officers prior to April, 2010. Pension is an important social security scheme available to employees in their post-retirement life. In the context of continued trend of high inflation and unabated price rise, pension which is not linked to inflation and price rise is a huge disadvantage at old age. As per our experience in the last one decade, the return on the DC Pension Scheme is fluctuating according to market condition which is purely speculative, unpredictable and inconsistent. Hence, there is the genuine and justified demand for restoring the old pension scheme for these post-2010 employees and officers also. Already some State Governments have restored old pension scheme for its employees. Few more State Governments are also inclined to restore the old pension scheme in their States. Hence this demand needs to be considered by the IBA.

6. Immediate commencement of negotiations on Charter of Demands for wage revision:

The previous Settlement/Joint Note signed on 11-11-2020 was covering the period from November, 2017 to October, 2022. Hence revision of wages and service conditions has become due from 1-11-2022.

In October, 2022, Workman Unions and Officers organisations have submitted the Charter of Demands and requested the IBA to commence the negotiations. We find that no steps have been taken by the IBA on our Charter of Demands.

Even the preliminary step of seeking mandate from the Banks to proceed with the negotiations has not been undertaken by IBA thus maintaining total silence on our demands.
